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Experience as a Neutral:

FULL-TIME ARBITRATOR AND MEDIATOR (1988-): Experienced in public and private sector labor and employment arbitration, factfinding, mediation, commercial and judicial arbitration. Also served as Independent Outside Ombudsman for various government contractors pursuant to arrangements with the Department of Defense. Frequent speaker at bar association and industry programs and symposia.

ARBITRATION PANELS AND ROSTERS: AAA (Labor, Employment and Commercial); NMB; FMCS; CSM&CS; Calif. State PERB; LA County ERCOM; LA City ERB; Calif. State Univ. and CFA.; AMP&TP and Writers Guild, Screen Actors Guild, Directors Guild, IATSE; American Broadcasting Co. and NABET; Univ. of California and AFT, AFSCME, UPTA, and ASE/UAW; NHL/NHLPA (Salary Arbitrator); Alaska Airlines and AFA, ALPA, IAM; United Airlines and ALPA, AFA, IAM, AMFA; Northwest Airlines and ALPA, AMFA, PFAA; Aloha Airlines and ALPA, AFA; American Airlines and TWU; Maintenance Contractors and SEIU 1877; Youngs Market and IBT 630; Guess? and UNITE; Sun Country Airlines and ALPA; Pan Am and ALPA; Spirit Air and ALPA, AFA; Champion Air and ALPA; Polar Air and ALPA; US Air and AFA, IBT; Food Employers Council and UFCW 324; USPS and APWU (Regular); US Borax and ILWU 30; So.Cal. Gas Co. and UWUA 132; Boeing and UAW 148; Kaiser and SEIU 399, UNAC; LACMTA and ATU; Northrop and IBT 166; LA Superior Court. Hearing Examiner: various City and County Civil Service Commissions, County Retirement Boards; and School District Personnel Boards.

AFFILIATIONS: National Academy of Arbitrators (Regional Chair); LA County Bar Assn., L&E Law Section (Past Chair) and Client-Relations Mediator; Calif. State Bar, L&E Law Section (Past Advisor and Executive Com.); American Bar Assn., Labor & Empl. Law Section and ADR Section; So.Cal.IRRA; and OCIRRA (Past President).

PUBLICATIONS: Contributor, *Discipline and Discharge in Arbitration* (BNA 1998).

Previous Employment:

HCC INDUSTRIES INC. (1984-1987): Corporate Secretary, Corporate Counsel, and Director of Human Resources for former NASDAQ/NMS company in Encino, California, with six subsidiaries manufacturing electronic components in four states.

AIR LINE PILOTS ASSOCIATION (1975-1984): Staff attorney in Los Angeles representing air line pilots and flight attendants in labor relations matters, arbitrations, and air safety proceedings.

DAVIS, COWELL & BOWE (1974-1975): Law clerk in San Francisco for firm representing public and private sector labor organizations.

CALIFORNIA STATE ASSEMBLY (1970-1971): Legislative Intern for the Local Government Committee and Assembly Majority Consultants.

Education:

LABOR ARBITRATOR DEVELOPMENT PROGRAM (1979-1981): Certified Labor Arbitrator by sponsoring organizations--UCLA, AAA, FMCS, IRRA, and several Southern California Bar Associations--following extensive 18 month academic program at UCLA and in the field with numerous labor arbitrators.

UNIVERSITY OF CALIFORNIA, HASTINGS COLLEGE OF THE LAW (J.D. 1975): Research Editor, *Hastings Constitutional Law Quarterly*.

UNIVERSITY OF CALIFORNIA, BERKELEY (A.B. 1970): Political Science with honors.